

In Place of FORM PTO-1449 (Modified)

Serial No. 10/042,461

Applicant: Calderaro, et. al.

Filing Date: 1/8/2002

Group: 3623

Atty. Docket No. AUS920010790US1

**LIST OF PATENTS AND PUBLICATIONS FOR  
APPLICANT'S INFORMATION DISCLOSURE  
STATEMENT**

**U. S. PATENT DOCUMENTS**

Examiner <u>Initial</u>	Document <u>Number</u>	Date	Name	Classification Class / Subclass	Filing Date if Appropriate
_____	AA				
_____	AB				

**FOREIGN PATENT DOCUMENTS**

Examiner <u>Initial</u>	Document <u>Number</u>	Date	Country	Classification	Translation Yes <u>      </u> No
_____	AC				
_____	AD				

**OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)**

<u>      </u>	AE	ANPAS System (11 pages), <a href="http://www.webarchive.org">www.webarchive.org</a> , April 2001.
<u>      </u>	AF	Blackwell, "Job performance would decide raise," Richmond Times-Dispatch, May 7, 1997.
<u>      </u>	AG	Campbell et al., "Self appraisal in performance evaluation: development versus evaluation," The Academy of Management Review, April 1998.
<u>      </u>	AH	Nixon, "Corporate downsizing: the effect of implementation strategies on firm performance," Texas A&M Univ., Dec. 1995 (thesis paper)
<u>      </u>	AI	Aram et al., "An evaluation of organizational due process in the resolution of employee/employer conflict," The Academy of Management Review, April 1981.
<u>      </u>	AJ	Lam et al., "Total quality management and performance appraisal: an experimental study of process versus results and group versus individual approaches," Jour. of Org. Behavior, April 1999.
<u>      </u>	AK	Knapp, "How to set up a reduction in force program," Jour. of Org. Excellence, Autumn 2001.
<u>      </u>	AL	Kam, "Overhaul of state civil service system is sent to Gov. Bush," South Florida Sun-Sentinel, May 5, 2001.
<u>      </u>	AM	"India: HM's VRS Targets 6 pc Reduction in Workforce," Businessline, June 8, 2001.

AN

Examiner:

             

Date Considered:

8/17/06

EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.

In Place of FORM PTO-1449 (Modified)

Serial No. 10/042,461

Applicant: Calderaro, et. al.

Filing Date: 1/8/2002

Group: 3623

Atty. Docket No. AUS920010790US1

**LIST OF PATENTS AND PUBLICATIONS FOR  
APPLICANT'S INFORMATION DISCLOSURE  
STATEMENT**

**U. S. PATENT DOCUMENTS**

Examiner <u>Initial</u>	Document <u>Number</u>	Date	Name	Classification <u>Class / Subclass</u>	Filing Date if <u>Appropriate</u>
<u>AB</u>	AA 2003/0004790	01-2003	Calderaro et al.	705/11	
<u>AB</u>	AB 2003/0004789	01-2003	Calderaro et al.	705/11	
<u>AB</u>	AC 6,618,734	09-2003	Williams et al.	707/102	
<u>AB</u>	AD 5,926,794	07-1999	Fethe	705/11	
<u>AB</u>	AE 6,853,975	02-2005	Dirksen et al.	705/11	
<u>AB</u>	AF 5,909,669	06-1999	Havens	705/11	
AG					
AH					
AI					
AJ					
AK					
AL					

**FOREIGN PATENT DOCUMENTS**

Examiner <u>Initial</u>	Document <u>Number</u>	Date	Country	Classification	Translation <u>Yes</u> <u>No</u>
	AM				
	AN				
	AO				

**Examiner  
Initial OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)**

<u>AB</u>	AP	"Reduction in grade and removal based on unacceptable performance," 5 CFR Part 431, February 23, 1987.
<u>AB</u>	AQ	"National Institute of Standards and Technology," Alternative Personnel Management System, Federal Register, October 21, 1997, v62, n203.
<u>AB</u>	AR	"Department of the Navy, Human Resources Implementation Guide" by Betty Welch, Department of the Navy Management Programs, October 1, 1997.
<u>AB</u>	AS	US Office of Personnel Management, Restructuring Information Handbook, Module 3, Reduction in Force, June 1998 version.
<u>AB</u>	AT	"Are you really managing your corporate resources?" by Robert Skinner, Management Accounting, v80, n2, August 1998.
<u>AB</u>	AU	"IT Confidential" by John Sloat, InformationWeek, July 9, 2001.

Examiner:

Date Considered:

8/17/06

EXAMINER: Initial if reference considered, whether or not citation is in conformance with MPEP 609; Draw line through citation if not in conformance and not considered. Include copy of this form with next communication to applicant.